



**DEPARTMENT OF THE ARMY**  
**UNITED STATES ARMY NORTH ATLANTIC TREATY ORGANIZATION**  
**UNIT 21420**  
**APO AE 09705-1420**

ACDP

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: USANATO Policy Letter 2, Welcome Home and Reintegration of Redeploying Personnel

1. References:

a. Contingency Plan, Army Deputy Chief of Staff, subject: Department of the Army Global War on Terrorism (GWOT) Post Conflict/Mobilization Personnel Operations, 2 May 2003.

b. Message, HQ USAREUR/7A, AEAGC-O, 030415Z April 2003, subject: FRAGO #104 to USAREUR OPOD 1003V-03 Reintegration Activities and Welcome Home Ceremony Guidance.

2. As leaders, we are responsible for the well-being of our Soldiers, civilian employees, and their family members. Redeploying Soldiers and civilian employees encounter unique challenges as they return to their communities, units, and families. Commanders at all levels will help these personnel meet those challenges.

3. Reintegration is a commander's program and I expect all leaders to ensure its success. Our goal is to ensure that all redeploying Soldiers and civilian employees are reintegrated with their communities and their families, formally recognized by the command for their achievements, and prepared to return to normal operations. Commanders at all levels will take an active role in helping Soldiers and civilian employees redeploy (individually or with their units) from contingency operations.

4. USANATO will comply with all DA requirements of the three-phase reintegration program to help redeploying personnel. Commanders, in coordination with servicing community service agencies and medical commands, are responsible for meeting program requirements and ensuring reintegration is successful. The three integration phases are as follows:

**a. Redeployment Phase.** This phase will be conducted at home station when possible. During this phase—

- (1) Personnel and equipment are returned to home station.
- (2) Personnel are "fenced" from most unit activities to allow for rest and reintegration.
- (3) Required initial medical screening is conducted and medical records are updated.
- (4) Unit awards are submitted and individual awards are presented. (This should be done before the unit or individual leaves the contingency area.)
- (5) Personnel who were deployed receive training on reunion dynamics, suicide awareness, medical threats, and safety.

*This letter is available at <http://www.usanato.army.mil>.*

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(6) Family members are offered reunion training.

**b. Post-Deployment Phase.** This phase involves 7 days of deliberate reintegration training and monitoring. During this phase—

(1) A formal welcome-home ceremony is conducted.

(2) Medical redeployment processing takes place.

(3) Any pending awards are processed. Approved awards must be presented in a formal ceremony.

(4) Block leave is granted. Commanders will remain in contact with Soldiers and civilian employees during block leave by telephone or e-mail.

**c. Reconstitution Phase.** During this phase—

(1) The transition to normal unit activities occurs.

(2) Leader counseling and training are conducted after the block leave period.

(3) Unit and individual training for future deployments begins.

(4) The commander continues to follow up with Soldiers, civilian employees, and family members who need additional support.

(5) The commander completes a validation of all reintegration and reconstitution requirements.

5. Successful reintegration is critical to the readiness of Soldiers, civilian employees, families, and units. Commanders will welcome redeploying Soldiers and civilians back to their home station and help them return to personal readiness and reintegrate smoothly into USANATO.



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Commanding

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